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MASSACHUSETTS NATIONAL & COMMUNITY SERVICE COMMISSION

MOVING A TRADITION OF SERVICE IN A NEW DIRECTION

1995-1996 COMPREHENSIVE STATE PLAN

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I. A TRADITION OF SERVICE IN MASSACHUSETTS

Massachusetts has a long-standing and rich tradition of service; a tradition steeped in the value of hard work and the wisdom of community participation. Images of service as global as the Peace Corps, initiated by Massachusetts native son John F. Kennedy, and as local as City Year, provide vibrant examples of this fertile tradition. Locally-based and independent initiatives have produced recognized models which have been replicated throughout the country, programs such as YouthBuild, City Year and the Louis Feinstein Public Service Program in the Sharon Public Schools. Service in Massachusetts is inspired by the motivation of individual citizens, supported by the involvement of local communities, and funded through a model collaboration between the private and public sectors.

Massachusetts has long been recognized as a national leader in promoting and supporting community service in local communities. One of the organizations at the front of that charge is the Massachusetts National and Community Service Commission. Established by Governor William F. Weld in December 1991, the Commission seeks to promote and support new and ongoing service activities throughout the state. Since the passage of President Bush's National and Community Service Act in 1990, the MNCSC has played a key role in supporting service in the Commonwealth. With the passage of President Clinton's National and Community Service Trust Act (NCSTA) in 1993, the Commission continues to play a key role in promoting what the President calls "a new season of service."

The Massachusetts National and Community Service Commission (MNCSC) is a unique public-private partnership that coordinates National Service programs funded by the Corporation for National Service (CNS), the federal entity created to carry out the efforts embodied in the NCSTA. In addition, the MNCSC collaborates with an ever-growing network of organizations, programs, and individuals committed to supporting service in the state. As Massachusetts approaches the twenty-first century, the MNCSC is actively rising to the challenge of building on the Commonwealth's tradition of service, while simultaneously moving this tradition in a new and powerful direction.

"MASSACHUSETTS HAS BEEN A LEADING INNOVATOR IN DEVELOPING, AT THE GRASSROOTS LEVEL, PROGRAMS THAT CALL ON CITIZENS OF ALL AGES TO USE THEIR CREATIVITY, ENERGY, COMPASSION AND ENTREPRENEURIAL SPIRIT TO HELP SOLVE MANY OF THE PROBLEMS FACING THEIR COMMUNITIES...."

—GOVERNOR WILLIAM WELD

II. MNCSC's MISSION & VISION FOR SERVICE IN MASSACHUSETTS

The mission of the MNCSC is to foster an ethic of community service throughout the state and generate a continuum of service opportunities from the earliest ages, resulting in a life-long commitment to community development and change through service.

To fulfill its mandate, the MNCSC envisions a Commonwealth in which the culture and ethic of service are so deeply rooted that:

- All citizens—youth, adults and senior citizens of every region and background—are able to actively engage with one another to build and strengthen their communities through service; and
- Public, private and non-profit sectors maintain a strong network to facilitate and financially support a broad range of community service opportunities.

III. MASSACHUSETTS SERVICE PARTNERS AND NETWORK

Service activities in Massachusetts take on varied forms. It is this diversity of perspectives, participants, and initiatives that keeps service fresh, dynamic, and effective. All partners, from funders to programs to individuals, unanimously support the idea of good citizens doing good work in Massachusetts communities. Thus, the MNCSC understands that success depends on the creative use of resources and the innovative structuring of partnerships. To this end, the MNCSC has pioneered an innovative infrastructure which best represents the fabric of service in the state.

"NATIONAL SERVICE IS NOTHING LESS THAN THE AMERICAN WAY TO CHANGE AMERICA."

—PRESIDENT BILL CLINTON

The Governor-appointed Massachusetts National and Community Service Commission is staffed through a model public-private partnership which includes the Massachusetts Youth Service Alliance, a private, non-profit organization; the Massachusetts Department of Education; and the Massachusetts Department of Employment & Training. Collaborating with the Massachusetts Office of the Corporation for National Service, this partnership coordinates the state's National Service programs funded through the NCSTA'93. While federal funds have allowed the Massachusetts service network to grow, Massachusetts also receives strong support from the private sector and state government. Corporations such as Fleet Bank, Polaroid, Raytheon, Massachusetts Mutual Life Insurance, Bank of Boston, Reebok, and Stop & Shop have been critical to sustaining MNCSC National Service programs. State funding for AmeriCorps programs, Community Service Learning (CSL) initiatives, and training activities demonstrate the commitment of both the state legislature and the Governor's office. The public sector also supports service through the commitment of Job Training Partnership Act (JTPA) funds to the state AmeriCorps network.

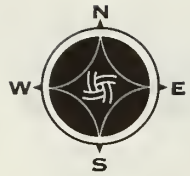
The MNCSC also responds to the multiplicity of interests and viewpoints embodied in service throughout Massachusetts, collaborating with a network of organizations and individuals to weave together the fabric of service in the Commonwealth. These collaborations range from local voluntary action centers, the United Way, the Corporate Volunteer Council, and the State Office of Volunteerism, to the Massachusetts Campus Compact, Councils on Aging, and the Massachusetts Intergenerational Network. The Massachusetts network is a weave of programs and people, public and private, tradition and innovation.

MASSACHUSETTS BUSINESS PARTNERS IN SERVICE

National service is a public/private partnership. In Massachusetts this partnership is strong and growing.*

Austin Liquor
Alfred Chose Choritable Trust
Amelio Peabody Faundotion
Arthur D. Little Foundotion
Boin & Campany
Bonk of Baston
Beacon Properties Carparation
Berkshire Graup
Binghom, Dana & Gould
Biagen
Boston Capital
Boston Edisan
Boston Faundation
Boston Praperties
Brawn, Rudnick
Cambridge Community
Foundotion
Comp Dresser & McKee
Charles Hayden Foundotion
Chaate, Hall & Stewort
Community Foundation af
Western Massachusetts
Coopers & Lybrond
Corcoron Jennison
C&R Monagement
CR Bord
DeBeaumant Faundatian
Dettiger Lumber Compony
Digital Equipment Carparatian
Eastern Enterprises
Fleet Bonk
Foley, Hoog & Eliot
Generol Electric
Genzyme
Germehousen Faundation
Gillette
Gaadwin, Proctar & Hoor
Goulston & Storrs
Greater Worcester Cammunity Foundation
Haemonetics
Hole & Dorr
Hill & Borlow
James River Carp.
Jahnson & Johnsan Professionol,
Inc.
Keyport Life Insuronce Company
Loidlaw Waste Systems, Inc.
Legal Seo Foads
Lila Wolloce Faundation
Lotus Develapment
Corparation
Lynch Foundotion
Massachusetts Mutual Life
Insuronce Company
McCorthy Trust
McDermott, Will & Emory
Meehan Electronics
Mercer Management Consulting
Metropoliton Structures
Mifflin Faundation
Millipore Carporation
Mintz, Levin
Monitar Compony
Molten Metal Technology
New England Development Carp.
NYNEX
Palmer & Dodge
Peobody & Arnold
Polaroid Foundatian
Putnam Investments
Roy Murray, Inc.
Red Lion Inn
Reebok Foundatian
Rabbins-deBeoumant Faundation
Rapes & Gray
Sherin & Ladgen
Skadden, Arps
Stride Rite Foundation
The Boston Company
The McCourt Campany
The New England
Theadare Edsan Parker
Faundatian
The State Street Bank
Thermo Electran
The TJX Companies
Timberland Company
Woste Management Inc.

*Partial list.



IV. TRENDS AFFECTING SERVICE IN MASSACHUSETTS

In September 1993, President Clinton signed into law the National and Community Service Trust Act of 1993, creating a national identity for the dedicated service of thousands of individuals. In order to be effective in developing and reaching its goals, the MNCSC understands that any discussion on community service in Massachusetts must explore the important trends which impact the landscape of service, both in Massachusetts and around the country. In entering the 1995-96 program year, the following are the major trends affecting the Massachusetts National Service field:

- Young people and seniors in growing numbers are interested in active short-term and long-term service opportunities. In the past year alone, staff members at the MNCSC have received over 1,500 inquiries from citizens of all ages seeking service opportunities.

- Community Service Learning has been embraced by schools, universities, and community-based organizations over the last decade as an instructional method and powerful philosophy of learning. In Massachusetts, it has become an integral part of the Education Reform initiative and a central philosophy of the newly formed higher education Campus Compact.

- Increasing private sector interest in community service is taking on exciting forms. Businesses, such as Fleet Bank, are encouraging employee volunteerism through worker leave time and team-building/professional development service projects. Furthermore, in an era of shrinking resources, companies such as Timberland, Raytheon, Bank of Boston, Polaroid, Digital, Massachusetts Mutual Life Insurance, and Reebok are increasingly offering financial and in-kind resources. Finally, network agencies such as the Corporate Volunteer Council, Boston Cares, and the Massachusetts Youth Service Alliance, respond to support the increasing interest on the part of the private sector.

- Demand for volunteer placements, other service opportunities, and Community Service Learning experiences sometimes exceeds the capacity of the community to absorb all interested citizens in effective and meaningful ways. As a result, relatively new service network organizations such as the Massachusetts State Office of Volunteerism have been created to help meet this growing demand.

- The role of government in National Service is being debated on national, state, and local levels. The U.S. Congress, the National Governors Association, and local mayors have not reached consensus regarding their roles with respect to national and community service.

SERVICE LEARNING IS CONTRIBUTING TO THE ESSENTIAL MISSION OF EDUCATION IN SCHOOLS AND COLLEGES THROUGHOUT THE NATION. IN COMMUNITIES IN MASSACHUSETTS, STUDENTS ARE TUTORING CHILDREN, FEEDING LOW-INCOME FAMILIES, ASSISTING SENIOR CITIZENS, WORKING WITH POLICE DEPARTMENTS AND CLEANING UP THE ENVIRONMENT. STUDENTS USE THE CONCEPTS AND SKILL THEY LEARN IN CLASS TO SOLVE PROBLEMS IN THEIR OWN LIVES AND NEIGHBORHOODS AND THEY APPLY THE INSIGHTS GAINING FROM SERVICE PROJECTS TO THEIR ACADEMIC WORK.

—SENATOR EDWARD M. KENNEDY
AT THE SIGNING OF THE MASSACHUSETTS
CAMPUSCOMPACT, JULY 1995

- The Massachusetts Welfare Reform package, passed by the state legislature in February 1995, includes a mandatory community service provision.

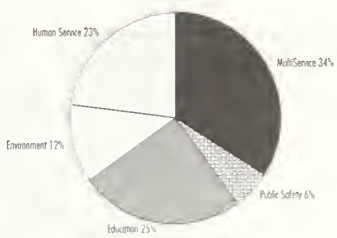
- More advanced technology allows for the outcome-based evaluation that is now requested from funders, boards of directors, legislators, and the general public. Technology also broadens the collaborative potential among service organizations through communication tools such as electronic mail and the Internet.

- Diversification of the community service movement presents both enormous strengths as well as many challenges. State-wide and national organizations, both in the public and the non-profit sectors, are focusing attention on unifying volunteer organizations as traditional as the Junior League and programs as new as AmeriCorps*USA.

V. NATIONAL SERVICE IN MASSACHUSETTS COMMUNITIES

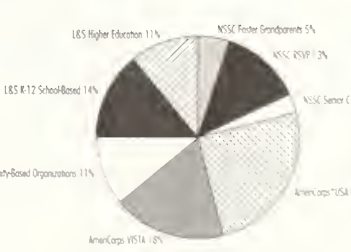
Through National Service programs funded jointly by the CNS, the state, and private partners. Individuals are working across the state to meet the real needs of real communities. These individuals and organizations have, in the words of the AmeriCorps motto, been "getting things done" with increasing effectiveness in the areas of public safety, human services, education, and the environment—the four priority areas of need as identified by the CNS and the MNCSC. Federal, state, and local administrative funding have allowed the MNCSC and other service initiatives to expand and better coordinate their structured support for civic engagement.

Sectors of Service



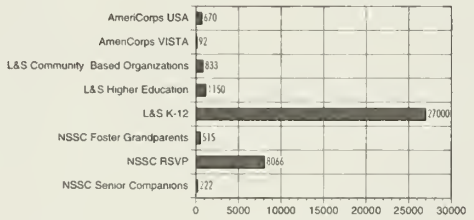
National Service, through initiatives supported by the federal CNS, is comprised of three main streams of service —AmeriCorps, Learn & Serve America, and the National Senior Service Corps. Through these diverse initiatives, National Service programs fostered by the MNCSC and its partner organizations represent the life-long continuum of the seasons of service. For example, the support of the Learn & Serve America School-Based initiative enables young people from kindergarten through high school to engage in Community Service Learning as an integral part of their academic experience. In-school and out-of-school youth alike can learn through service by participating in extracurricular and summer programs through Learn & Serve America Community-Based Organizations' initiatives. Young adults in their transition from high school to careers and continuing education may join a one-year AmeriCorps*USA program. College students can be involved with Learn & Serve America Higher Education programs, administered by the newly-formed Massachusetts Campus Compact. All citizens throughout their adult lives can get involved as AmeriCorps*VISTA members, and senior citizens may participate in programs supported either by AmeriCorps*USA or the National Senior Service Corps.

120 funded national & community service programs in Massachusetts



In addition to the wide variety of National Service programs throughout Massachusetts, residents at all points in their lives can maintain community involve-

38,550 participants!



ment with the assistance of voluntary action centers, the United Way, Boston Cares, the Corporate Volunteer Council, the State Office of Volunteerism and a variety of other organizations which are developed and administered primarily within the private sector.

The number of participants involved in National Service initiatives in Massachusetts is impressive—over 38,000 citizens in cities, towns, and rural areas across the state have contributed millions of hours of quality service over the past year. With the support of CNS, JTPA, state and private funds, over 40 Massachusetts communities tackled local issues and needs in the areas of pubic safety, human service, education and the environment. The work done in the four CNS-directed priority service sectors is very tangible, and while needs are ever-changing or yet unmet, National Service in Massachusetts enables an enormous number of individuals to serve their communities.

PUBLIC SAFETY

Mirroring national trends, violence in Massachusetts continues to increase, particularly among young people. During 1994, one survey reported that 40 percent of Massachusetts youth had been in at least one fight in the past 12 months. Nearly one quarter of the teens surveyed who live outside Boston reported carrying a weapon within the past month. Frightening reports describe communities being torn apart by gang activity, violent deaths, domestic violence, and abuse. Growing up and living in a safe home and community are important to the welfare of all citizens, and action must be taken to ensure that violence and abuse, in rural and urban areas, are no longer part of communities' vocabularies.

Public safety continues to be an important focus of National Service programs in Massachusetts. Several programs concentrate significant attention on providing violence prevention, conflict resolution trainings, and peer education in public schools, so that residents can learn the skills needed to diffuse and then avoid violent situations. Five AmeriCorps*USA and Learn & Serve America programs focus almost entirely on combating teen or domestic violence. National Service is pro-active about engaging community residents in addressing public safety issues in relationships, homes, neighborhoods, and whole communities. Equally importantly, National Service in Massachusetts promotes the positive energy of thousands of young people who choose service as a constructive, self-empowering alternative to violence.

HUMAN SERVICES

Human service needs in Massachusetts are broad, involving issues from health care, to affordable housing, to elder care. Thirteen percent of Massachusetts children live below the poverty level. 460,000 Massachusetts residents (13 percent of the state population) are without health insurance. Nearly 4,000 Massachusetts residents live with AIDS (an estimated third of whom are children), while over 6,000 people in the state have died since the epidemic began.

Though the statistics can be numbing, service participants are confronting these problems and are working on short-term and long-term solutions. The majority of

SERVICE SPOTLIGHT

Learn & Serve America Community-Based Organization
PUBLIC SAFETY

Girl's Incorporated
"Cool Resolvers"
HOLYOKE

The Cool Resolvers are a group of 20 girls, 11 to 15 years old, who are combating gang violence in Holyoke. The Cool Resolvers conduct workshops on non-violent conflict resolution for their peers and are working with the Holyoke Police Department on long-term strategies to reduce violence among young people in Holyoke.

the state's 43 multi-service initiatives spent at least half of their time over the past year serving and learning within the human service sector. Seven programs focused almost entirely on health care, health education, or support for people with physical disabilities. Two Learn & Serve America Community-Based Organizations trained teens as crisis hotline counselors. Nine AmeriCorps*VISTA programs focused on housing and homelessness issues. Participants in eight programs concentrated on providing critical care and comfort to elders who needed assistance.

EDUCATION

Massachusetts is often referred to as the "Education State," thanks to its long-standing commitment to innovations in teaching and learning at all levels. At the same time, however, the education of Massachusetts students remains a pressing area of need. In the Commonwealth, 967,023 students were enrolled last year in grades K-12 in public and private schools. Yet, the state estimates that 15% of today's ninth graders will not graduate, with the drop-out rate in Boston alone topping 30 percent. Furthermore, parenting education and support remains critical for teen mothers of approximately 6,000 Massachusetts children receiving public assistance.

National Service initiatives are meeting educational needs in Massachusetts in two powerful ways. First, 43 Learn & Serve America programs based in schools, higher education institutions, and community-based organizations continue to lead the nation in fostering Community Service Learning (CSL) as a method to educate young people about pressing community problems and social issues while engaging them in thoughtful service experiences to address these issues. Research shows that students engaged in CSL projects are more interested in what they are learning while their attendance improves and discipline problems decrease.-The Massachusetts Education Reform Initiative promotes CSL as a recommended instructional method to improve teaching and learning in the Commonwealth. Second, educators and students in school districts, literacy programs, immigrant support centers, teen parenting centers, career education agencies, and other learning institutions throughout the state have engaged the skills and energy of citizens across the generations to participate in 30 National Service programs which focus almost entirely on educational needs.

ENVIRONMENT

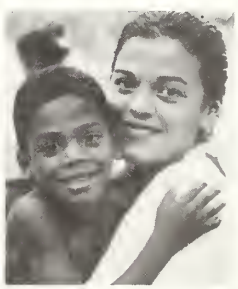
A clean, healthy environment has been, and continues to be, a fundamental priority in the Commonwealth. However, as the third most densely populated state in the country, Massachusetts residents need to intensify environmental endeavors to abate toxic hazards, maintain public lands and conservation areas, protect urban green space, and continue recycling efforts. There are currently more than 6,500 suspected and existing hazardous waste disposal sites in the state. In ten of the highest risk communities, the incidence of lead poisoning among children has climbed to over seven per 1,000. Two-thirds of the state's wetlands have disappeared and the remaining 590,000 acres are in danger of being destroyed by illegal or incremental filling.

In recent years, Massachusetts residents have cleaned up thousands of miles of waterways, decreased use of harmful air pollutants, beautified urban areas and lots,

SERVICE SPOTLIGHT

Learn & Serve America
Higher Education
HUMAN SERVICES

Lasell College Center for Women in Public Service
Newton
CAMP COLORS



This two-week summer day camp for 24 children ages 3-7 who are living with AIDS/HIV is staffed by Lasell College students majoring in early childhood education, human services, or nursing, as well as by trained nurses from local hospitals. During the spring semester prior to the camp, the students enroll in a Community Service Learning course which provides intensive technical preparation in HIV and AIDS education. Camp Colors is a collaborative effort between Lasell College, In the Best Interests of the Children, Inc., Boston City Hospital and Children's Hospital.

SERVICE SPOTLIGHT

AmeriCorps*USA
EDUCATION

Academics for Changing Times
Cambridge Community Services

A 22-member AmeriCorps*USA team consisting of high school and college students are developing, implementing and evaluating creative, fun hands-on approaches to learning for at-risk 4th through 8th graders, and new immigrant high school students at Cambridge Rindge and Latin high school. During the academic year, team members also strengthen students academic and life skills by serving at community agencies and continue serving during the summer months at local day camps.

and preserved acres of open space. National Service bolsters these efforts to create and maintain a clean environment.

Over the past year, AmeriCorps, Learn & Serve America, and National Senior Service Corps programs contributed valuable human resources towards addressing critical environmental needs. Three school-based Community Service Learning initiatives focused exclusively on environmental themes within their curricula. Ten of the 31 AmeriCorps*USA teams concentrated on urban issues such as home weatherization, lead paint abatement, and urban green space revitalization, while one AmeriCorps*USA team in Berkshire County worked on state park forestry and mosquito control. Many other multi-service programs devoted a portion of their efforts to environmental concerns.

✦ ✦ ✦

The needs of communities in Massachusetts are diverse. Sometimes the major obstacle to facing and overcoming those needs is the lack of access to resources—resources that range from volunteers, funding, and equipment, to partnerships, collaborations, ideas, and information. National Service in Massachusetts helps to bridge that gap, allowing individuals and communities to work together to rebuild their neighborhoods, end violence on their streets, provide warm meals and safe places to live, and ensure proper and adequate education for citizens. National Service in Massachusetts promotes, on the national, state and local level, community-based service and problem solving and local solutions. It is not about politics; it is about getting things done, strengthening communities, encouraging responsibility, and expanding opportunities. It is about good people doing good work.

VI. A STATE PLAN FOR SERVICE

The MNCSC is committed to its role as promoter of community service opportunities for all generations throughout the Commonwealth. To this end, each year the Commission outlines its mission and vision for service in the Commonwealth in our state plan. While the goal of the plan is to outline the state's collective vision for service, it is also an opportunity to provide measurable goals for the MNCSC's activities in the coming year.

In 1994-1995, the MNCSC's goals and objectives focused on program development, capacity building, and outreach. Building on the past year's successes, the 1995-1996 plan's focus is on supporting excellent service in Massachusetts communities, expanding available service opportunities for all citizens, and raising visibility, awareness and public support for service in the Commonwealth. Outlined below are the MNCSC's accomplishments in 1994-1995 and our strategies and action steps for the year to come.

MNCSC ACCOMPLISHMENTS IN 1994-1995

The 1994-95 program year was officially launched in September of 1994 on the Boston Common when over 600 AmeriCorps Members were sworn-in via satellite by President Clinton. This committed crowd of citizens represented almost 40,000 citizens in Massachusetts who served their communities through programs funded by the Corporation for National Service. Over the course of the year, each and every one of these participants impacted communities by, in the words of the AmeriCorps motto, "getting things done" in Massachusetts!

This year, the MNCSC continued to build, brick by brick, the foundation for a continuing ethic of service in our Commonwealth. Our objectives for 1994-1995 were clear: quality program development, effective capacity building, and strong outreach and communication. Outlined below are the highlights of our accomplishments in these areas.

OBJECTIVE #1
PROGRAM DEVELOPMENT

Over the past year, the MNCSC focused on the integration of service into the fabric of schools, community agencies, and colleges in local communities. This objective was achieved by developing a strong network of AmeriCorps and Learn & Serve America programs, thereby extending volunteer opportunities to citizens of all ages. The MNCSC's accomplishments this year included:

- ✔ Supporting a network of 31 **AMERICORPS** programs, including 14 state-funded and 17 programs funded directly by the Corporation for National Service. AmeriCorps Members performed over 1.2 million hours of service in communities from Pittsfield to Boston to Lowell.
- ✔ Partnering with the MA Department of Education to coordinate the Massachusetts **LEARN & SERVE AMERICA NETWORK**. This network included over 70 programs and 30,000 young people in schools, colleges & universities, and community-based organizations, all using service as a tool for learning.
- ✔ Supporting the MA Department of Education in integrating service into the curriculum of 87 **SCHOOLS**, involving 27,000 students and 2,000 teachers in grades K-12. Massachusetts' work was highlighted at a national conference on school improvement sponsored by the federal Department of Education and the Corporation for National Service.
- ✔ Developing a model for Community Service Learning programming in **COMMUNITY-BASED ORGANIZATIONS**. Thirteen CBOs, funded through Learn & Serve America, engaged almost 900 young people in service, utilizing Community Service Learning (CSL) as a powerful tool for youth and community development.
- ✔ Supporting the Department of Education in developing a consortium of thirteen **COLLEGES AND UNIVERSITIES**, integrating community service into

the academic curriculum and life of over 1,100 college students. This effort resulted in the formation of the Massachusetts Campus Compact, with a projected membership of almost 60 college and universities.

- ✔ Supporting Governor William Weld in appointing the advisory committee for the newly formed Massachusetts Office of VOLUNTEERISM.

OBJECTIVE #2

CAPACITY BUILDING

Over the past year, the MNCSC invested in powerful tools which will sustain high quality national and community service programs. The focus of our capacity building was excellent training and technical assistance, effective monitoring and evaluation, and strong resource development. The MNCSC's accomplishments this year included:

I NEVER FELT LIKE I WAS CONNECTED TO MY TOWN, EXCEPT THAT I LIVED THERE, Y' KNOW? AND THEN ONE DAY, I WAS WALKING DOWN THIS STREET AND I SEE THIS LITTLE BOY. HE MADE THIS BIG SMILE, "I KNOW YOU! YOU HELP FEED MY FAMILY!" THIS WAS MY OWN NEIGHBORHOOD AND ALL OF A SUDDEN I FELT LIKE A PART OF IT. THAT SMILE, THAT WAS WORTH MORE THAN... ANYTHING."

—AMERICORPS MEMBER, WHO WORKED WITH HER TEAM TO RUN A FOOD PANTRY.

TRAINING & TECHNICAL ASSISTANCE

- ✔ Implementing effective trainings and technical assistance for the Massachusetts AmeriCorps network. Training included on-site technical assistance, a front-line supervisors' training, and regular program director management meetings.
- ✔ Jointly developing, with the Rhode Island Commission for National and Community Service, a Youth Leadership Institute for 40 AmeriCorps members.
- ✔ Effectively coordinating trainings for Learn & Serve America community-based programs. Training included on-site technical assistance and two full-day trainings on service learning in community-based organizations.
- ✔ Coordinating two full days of cross-stream training that brought together Learn & Serve America school-based, community-based and higher education programs, along with AmeriCorps programs.

MONITORING & EVALUATION

- ✔ Developing, with the MNCSC's partners, an effective monitoring tool for all streams of service which was utilized in site visits to all MNCSC-funded programs conducted by MNCSC Commissioners and staff.
- ✔ Completing, with partners, a third-party evaluation of all Massachusetts Learn & Serve America programs to insure high-quality programming.
- ✔ Participating in the AmeriCorps national evaluation.

RESOURCE DEVELOPMENT

- ✔ Fostering service partnerships with Massachusetts' corporations and businesses ranging from the Bank of Boston, the James River Corporation, NYNEX and Legal Sea Foods to Fleet Bank, Dettiger Lumber Company, and Stop & Shop.
- ✔ Securing over $750,000 in state funds for service corps and community-based service learning programs, including $250,000 in new state funds for community-based service learning programs.

- ✔ Securing $235,000 in JTPA funds for the 1995-96 program year, despite massive cuts in available funds.
- ✔ Maximizing resources for the administration of the Commission through a model public/private partnership with the Massachusetts Youth Service Alliance (a 501(c)3), the Massachusetts Department of Education, and the Massachusetts Department of Employment & Training.

OBJECTIVE #3

OUTREACH/COMMUNICATION

Over the past year, the MNCSC recognized the challenge of coordinating the existing service network while simultaneously pushing the field in powerful and innovative directions. Critical to this effort was communication and outreach to new constituencies by the MNCSC. To meet this objective, the Commission focused on strengthening the Massachusetts service field, reaching previously underrepresented participants and communities, and providing strong leadership in communicating the power of National Service. The MNCSC's accomplishments this year included:

- ✔ Fielding over 1,500 requests for information from the general public, public and non-profit organizations, public officials, the media and funders.
- ✔ Successfully launching AmeriCorps on the Boston Common and serving as a national media site. Press include coverage by the Boston Globe, the Boston Herald, Channel 7, and National Public Radio.
- ✔ Integrating community service into local celebrations of Martin Luther King Day through mini-grants to programs and communities across the Commonwealth, including Boston, Middleborough, Worcester, Lowell, Springfield, and Cohasset.
- ✔ Coordinating events across the state celebrating the National Day of Service and coordinating a Boston event with Tipper Gore.
- ✔ Successfully assisting programs in generating over 80 stories on local programs, securing program coverage in media outlets ranging from the Boston Globe, Boston Herald, Springfield Union, and Worcester Telegram & Gazette, to the Brockton Enterprise, Cambridge Edge, The Bay State Banner, and Middleboro Gazette.
- ✔ Developing or supporting partners in the development of strong service networks within each stream of service. These networks include a Youth Action Council, the National Senior Service Corps "LINK" Team, an AmeriCorps Program Task Force, and the newly created Campus Compact.
- ✔ Targeting outreach to seniors through a "Senior Summit" in April, and to the disability community through a focus group with the disability community in May. Both events were facilitated by Commission members.

SERVICE SPOTLIGHT

NSSC Senior Companion Programs
HUMAN SERVICES

The Age Center of Worcester Area, Inc.
Worcester

Amang its 19 Senior Campanian service sites, the Age Center started a callabaratian this year with a new Alzheimer's Respite facility called the Gathering Tree. Specially trained Seniar Campanians wark ane-on-ane with pragram clients suffering fram Alzheimer's an-site at the Gathering Tree and alsa within the participants' homes, praviding critical suppart bath ta program staff and primary caregivers.

MNCSC ACTIONS FOR 1995-1996

As the second funding year for the National and Community Service Trust Act commences, the MNCSC and its partners look forward to continuing to enhance the fabric of civic engagement, community empowerment and learning through service in our state. The 1995-1996 MNCSC State Plan contains three ongoing **Objectives** and supporting **Strategies** which represent the collective focus for national and community service in Massachusetts over the coming year. These objective and strategies are based on the input of MNCSC Commissioners, MNCSC-funded programs, as well as representatives of the school-based and higher education Community Service Learning communities, the senior service community, the traditional volunteer community, and many others.

The accompanying concrete **Action Steps** constitute the MNCSC's specific contributions to meeting our state's objectives during the coming year. Overall, the steps are specific to the MNCSC's programmatic responsibilities, AmeriCorps*USA and Learn & Serve Community-base Organizations, as well as our overall mission of fostering an ethic of service in the Commonwealth.

OBJECTIVE #1

SUPPORT EXCELLENT SERVICE IN MASSACHUSETTS COMMUNITIES.

STRATEGY 1.1 - Ensure that service is being sponsored by sound organizations.

- MNCSC Action Step: Work with CNS to disseminate funding effectively and efficiently to the MNCSC's 14 AmeriCorps and 12 Learn and Serve America Community-based grantees.

- MNCSC Action Step: Provide fiscal oversight through annual fiscal monitoring visits to all AmeriCorps*USA state-funded programs to ensure that public funds are being well-managed by grantees.

- MNCSC Action Step: Use new state resources to support 8-20 new community-based organizations which provide afterschool Community Service Learning opportunities for young people. Coordinate a state-wide community-based service learning network comprised of these new grantees and the existing Massachusetts Learn & Serve America Community-based grantees.

STRATEGY 1.2 - Continue to provide quality training and technical assistance for National and Community Service programs and participants.

- MNCSC Action Step - Develop and implement high quality, effective training opportunities for all AmeriCorps*USA programs (both those funded by the MNCSC and those funded directly by the CNS). These trainings will include

trainings for program directors, front line supervisors and Members of AmeriCorps*USA programs, and well as on-site technical assistance, and staff and Member exchanges. Trainings will be open to other streams of service and the general public when appropriate.

- MNCSC Action Step - Develop and implement high quality, effective training opportunities for all community-based service learning programs (those funded through Learn and Serve America and those funded through state resources). Trainings will include on-site technical assistance; three program directors' trainings; and a Youth/Adult Partnership Summit. Trainings will be open to other streams of service and the general public when appropriate.

- MNCSC Action Step - Sponsor at least one training that includes, and is designed to meet the needs of, all of the "streams" of service.

- MNCSC Action Step - Create and maintain a Massachusetts service training calendar available to all service programs, participants, and the general public.

STRATEGY 1.3 - Participate in and facilitate ongoing monitoring and evaluation of programs, with the dual purpose of refining programs and measuring concrete outcomes.

- MNCSC Action Step - Ensure that all programs develop and implement measurable program objectives and a comprehensive Continuous Improvement Plan.

- MNCSC Action Step - Conduct at least one annual monitoring site visit to each MNCSC-administered program by staff, Commissioners, and members of the Massachusetts Youth Action Council. Provide programs with timely written follow-up from each official visit. Ensure that both programmatic and administrative requirements are being met by all programs.

- MNCSC Action Step - Implement annual 3rd party evaluations for AmeriCorps*USA programs and Learn & Serve America Community-Based Organizations.

- MNCSC Action Step - Participate as needed in CNS-sponsored national program evaluations.

STRATEGY 1.4 - Establish elements of best practice for use by existing and emerging service programs.

- MNCSC Action Step - Co-host with the Department of Education, the Executive Office of Education and the Massachusetts Campus Compact a focus group about quality service programming in schools.

- MNCSC Action Step - Develop and disseminate a best-practice manual on community-based organizations' use of CSL.

SERVICE SPOTLIGHT

Learn & Serve America School-Based Initiatives in ENVIRONMENT

Nashoba Regional School District - Emerson Public Schools, Bolton

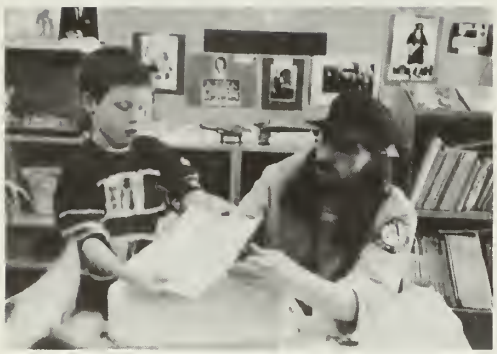
The environment has become a major focus for learning through the Emerson Public Schools where students combine classroom study af the ecosystem with hands-on learning. As part of the science curriculum, all seventh-graders are paired with adult and parent mentors and their counterparts in the third grade to learn abaut water treatment while becoming actively involved in the Department of Fisheries Adopt-a-Stream program and the Student Watershed Awareness Project (SWAP).

STRATEGY 1.5 - Solicit input from stakeholders about the quality of support that they receive in providing excellent service to Massachusetts communities.

- MNCSC Action Step - Develop and implement a Continuous Improvement Plan for the work of the MNCSC itself which will include feedback from programs, Commissioners, the Governor's office, and the general public.

OBJECTIVE #2

EXPAND AVAILABLE SERVICE OPPORTUNITIES FOR ALL CITIZENS.



An AmeriCorps member from the Berkshire Conservation Team with a student.

STRATEGY 2.1 - Promote expansion of funding sources for service programs.

- MNCSC Action Step - Request funds from the state legislature in Fiscal Year 1996 to support service corps, school and community-based Community Service Learning, the newly formed Campus Compact, and administration of the MNCSC. Target a 25% increase in state funds.

- MNCSC Action Step - Hold two "Funders Roundtables" with members of the Massachusetts corporate and philanthropic community to foster new private sector support for service.

- MNCSC Action Step: Pilot the "Massachusetts Service Corps Initiative" in partnership with two state agencies. These corps, sponsored by state agencies, will each have at least 10 participants who will implement an identified government program and/or policy through the active participation of citizens. The goal of the Initiative is to have state departments sponsor citizen service corps which assist the them in achieving their missions and mandates.

STRATEGY 2.2 - Reach out to currently underrepresented constituents and communities.

- MNCSC Action Step: Foster a service network that accommodates individuals with disabilities. Allocate a pilot grant to a community-based organization working with disabled youth which will integrate CSL into its programming. Successfully develop a technical assistance and outreach plan to help AmeriCorps programs integrate people with disabilities. Encourage disability-focused agencies to apply for MNCSC funding. Disseminate the MNCSC newsletter to the disability community.

- MNCSC Action Step - Concentrate outreach efforts on two currently underrepresented regions: Cape Cod/Islands and rural Western Massachusetts. Give preference for any new funding to applicants from these regions.

STRATEGY 2.3 - Keep National and Community Service in a larger context by connecting with relevant federal, state and local policy areas.

- MNCSC Action Step - Advocate for the integration of Community Service Learning methodology into all aspects of the Massachusetts Education Reform implementation plan.

- MNCSC Action Step - Increase collaboration with the Executive Office of Education and the Massachusetts Office for School-to-Work Transition, through MNCSC representation on the School-to-Work inter-agency working group; creation of a manual on the connection between community service and school-to-work; and inclusion of a connection to school-to-work initiatives as a priority in the MNCSC's funding decisions.

- MNCSC Action Step - Work with the Department of Transitional Assistance to establish best practices for the community service activities mandated by the state's new Welfare Reform program.

OBJECTIVE #3

RAISE VISIBILITY, AWARENESS AND PUBLIC SUPPORT FOR SERVICE IN THE COMMONWEALTH.

STRATEGY 3.1 - Launch an aggressive public relations campaign which markets service as a critical community resource, learning methodology and galvanizing tool.

- MNCSC Action Step - Develop and implement an MNCSC marketing and communications plan, developed by a marketing task force of Commissioners, program directors, and the private sector.

- MNCSC Action Step - Create effective public education materials for the MNCSC and MNCSC programs.

- MNCSC Action Step - Host regional service roundtables in the 10 Massachusetts congressional districts, which include representatives from all National and Community Service programs, public officials (see below), private sector funders, representatives of the media, and the general public.

- MNCSC Action Step - Draft and distribute a fact sheet tying the accomplishments of National and Community Service programs and participants in Massachusetts to community needs.

- MNCSC Action Step - Publish, in conjunction with the Massachusetts CNS office, a Massachusetts service directory.

"FLEET IS PROUD TO SUPPORT THE SPECTRUM OF SERVICE IN THIS STATE. THROUGH THE STRENGTH OF THE PUBLIC-PRIVATE PARTNERSHIP, WE CAN ENCOURAGE ALL CITIZENS TO BE FULL PARTICIPANTS IN, TAKE FULL OWNERSHIP FOR, AND BE CONNECTED TO THE COMMUNITY...THIS TYPE OF INVESTMENT IS SIMPLY GOOD BUSINESS."

—LEO BREITMAN, CEO AND CHAIRMAN, FLEET BANK OF MASSACHUSETTS

STRATEGY 3.2 - Ensure bi-partisan support for service on the part of public officials at all levels of government.

- MNCSC Action Step - Include public officials in service roundtables (see above), including state and national legislators, local mayors, local city council members, and others.

- MNCSC Action Step - Ensure that politicians of all political parties recognize the value of service programs in their districts, so that Massachusetts leads the nation in non-partisan support for these programs.

STRATEGY 3.3 - Provide existing and emerging programs with a sense of connection to the larger network of service and volunteerism within the Commonwealth.

- MNCSC Action Step - Sponsor 3 regional AmeriCorps*USA joint days of service.

- MNCSC Action Step - Co-host cross-stream celebrations of the 1996 National Day of Service in Massachusetts.

- MNCSC Action Step - Invite representatives of all sectors of the service/volunteer community to participate in the celebrations of AmeriCorps Opening Day 1995.

OBJECTIVE #4

COORDINATE THE EFFORTS OF SERVICE/VOLUNTEERISM IN MASSACHUSETTS.

STRATEGY 4.1 - Foster a "season of service" in the Commonwealth.

- MNCSC Action Step - Ensure a strong youth voice in service policy and programs by co-sponsoring the annual Youth H.E.R.O.E.S. Conference, a Youth Action Council, and a Youth Leadership Institute.

- MNCSC Action Step - Increase MNCSC communication with the National Senior Service Corps by attending quarterly senior program meetings and providing support as needed.

- MNCSC Action Step - Strengthen the partnership with the volunteer community by co-hosting, with the State Office of Volunteerism and the Corporate Volunteer Council, a focus group of employers committed to service involvement of their employees, designed to better inform the MNCSC's mandate to promote service for all citizens.

STRATEGY 4.2 - **Promote multi-organizational and multi-generational service activities, as well as networking events to bring together service organizations and individuals representing a broad range of constituency groups.**

- MNCSC Action Step - Establish 10 regional service councils to foster regional collaboration among service participants and programs. These councils will be comprised of AmeriCorps, Learn & Serve America, Senior Service Corps, and traditional volunteer/service programs.

- MNCSC Action Step - Host an "annual meeting" for all National and Community Service constituents and others active in service and Community Service Learning around Massachusetts.

STRATEGY 4.3 - **Support and collaborate with new state-wide service organizations.**

- MNCSC Action Step - Establish open communication between the MNCSC and the new Massachusetts Campus Compact and Massachusetts State Office of Volunteerism, through representation on the MNCSC, allocated MNCSC meeting time for updates from these organizations, and Commissioner and staff visits to these organizations.

I LIKE WORKING WITH PEOPLE. AS A PEER LEADER, IF MY FRIENDS NEED HELP, I TRY TO HELP THEM. IF WE KEEP WORKING TOGETHER AS KIDS, THE BIG WORLD WILL BE A BETTER PLACE. VIOLENCE HAPPENS BECAUSE KIDS DON'T WANT TO PUT THEIR HEADS TOGETHER.

—BOSTON MIDDLE SCHOOL STUDENT'S ESSAY ON SERVICE

VI. THE FUTURE OF SERVICE IN MASSACHUSETTS

For over two hundred years, Massachusetts citizens have led the nation as community organizers, educators, and guardians of democracy. Our commitment to service, to learning, and to local community innovation, continues to grow as the Commonwealth approaches the twenty-first century. In the years ahead, the Massachusetts National and Community Service Commission, its staff and partner organizations look forward to working together in support and recognition of the thousands of people who uphold our state's tradition of sharing, building and learning about our communities through service.

As the Massachusetts National and Community Service Commission moves our tradition of service in a new direction, we hear the echo of Massachusetts native son John F. Kennedy: "Ask not what your country can do for you - ask what you can do for your country. My fellow citizens....ask not what America will do for you, but what together we can do for the freedom of man."

The Lawrence City C.O.R.E., an AmeriCorps Program

READERS GROUP

Lili Allen, Cambridge Community Services/Academic for Changing Times AmeriCorps Program

Julie Barsch, Sharon Public Schools/Louis Feinstein Public Service Program

Sharon Bassett, Learn & Serve America Higher Education/Massachusetts Campus Compact

Margaret Boles Fitzgerald, MNCSC Commissioner

Jeff Coolidge, MNCSC Ex-Officio Commissioner

Valaree Crawford, MNCSC Commissioner

Diane Dana, Learn & Serve America K-12/Department of Education

Linda Desmond, NSSC RSVP - Northampton

Robert Gallant, MNCSC Commissioner

Valerie Gintis, MNCSC Youth Commissioner

Daniel Grabauskas, MNCSC Commissioner

Kerrissa Heffernan, Lasell College/Center for Women in Public Service

Paul Herdman, MNCSC Commissioner

Robert Hollister, Tufts University/Lincoln Filene Center

George Keverian, MNCSC Chairman

Najma Nazy'at, Massachusetts Youth Engaged in Service (Y.E.S.) Ambassador

David O'Brien, Corporation for National Service State Office

Suzanne Plum, Corporation for National Service State Office

Deborah Reidy, MNCSC Commissioner

Judy Wasserman, Corporate Volunteer Council

Suzanne Wintle, Emerson School/Nashoba Regional School District

ATTACHMENT A.

MASSACHUSETTS STATE PLAN DEVELOPMENT

The 1995-1996 Comprehensive State Plan builds on a strong legacy of strategic work by the MNCSC and its partner organizations. Over the past five years, hundreds of citizens have participated in shaping the state's vision for service and Community Service Learning through ongoing focus groups, public hearings, and training events. Our vision has evolved in sync with the evolution of the national and community service movement both nationally and within the Commonwealth.

1995: "MOVING A TRADITION OF SERVICE IN A NEW DIRECTION" - 1995-1996 STATE PLAN

1994: MASSACHUSETTS STATE PLAN REVISED - 1994-1995 STATE PLAN.

1993: PASSAGE OF NATIONAL AND COMMUNITY SERVICE TRUST ACT STATUS REPORT ON MASSACHUSETTS STATE PLAN

1992: FIRST MASSACHUSETTS STATE PLAN

1991: MASSACHUSETTS COMMUNITY SERVICE COMMISSION CREATED THROUGH EXECUTIVE ORDER BY GOVERNOR WILLIAM WELD

1990: PASSAGE OF NATIONAL COMMUNITY SERVICE ACT

The process for developing this year's comprehensive plan was based on lessons learned from the first year of implementing the NCSTA'93, continuous feedback and outreach throughout the year from MNCSC Commissioners, staff, programs, and the service field. In addition, the MNCSC designed and implemented a strategic planning process that included Massachusetts' diverse service constituency. The result is this document entitled "Moving a Tradition of Service in a New Direction."

1995-1996 STATE PLANNING PROCESS

OCTOBER:
MNCSC Strategic Planning Session

FEBRUARY:
MNCSC Staff Retreat
Retreat with Youth Service Community (i.e.: programs, young people, Commissioners, staff)

APRIL:
MNCSC Senior Summit

MAY:
Focus Group with Disability Community

JUNE:
Survey of MNCSC Commissioners and Staff

JULY:
Interviews with Staff and Commissioners
MNCSC Visioning Meeting

AUGUST:
Focus Group with Volunteer Community
Focus Group with National Senior Service Corps
Focus Group and Surveys of Community-based Organizations

SEPTEMBER:
Focus Group with AmeriCorps Programs
First Draft Completed
Review by Readers Group

OCTOBER:
STATE PLAN COMPLETED

ATTACHMENT B.

SERVICE PROGRAMS FUNDED BY THE CORPORATION FOR NATIONAL SERVICE

AMERICORPS

AmeriCorps is a national network of community-based programs that engage Americans of all ages in results-driven service. In exchange for one or two years of service, AmeriCorps Members earn education awards to finance college, graduate school, or vocational training, or to help pay back student loans. All AmeriCorps programs have a common mission of getting things done, strengthening communities encouraging responsibility, and expanding opportunity. AmeriCorps consists of AmeriCorps*VISTA and AmeriCorps*USA.

AMERICORPS*VISTA

Massachusetts Volunteers in Service to America (VISTA) take part in a full-time, year-long program for men and women who commit themselves to increasing the capability of low-income people to improve the conditions of their own lives. Volunteers provide administrative support and innovation to local sponsors which include state or local public agencies or nonprofit organizations such as the Lowell YWCA and the Veterans Benefits Clearinghouse in Roxbury.

AMERICORPS*USA

Massachusetts residents age 17 and older participate in full-time and part-time AmeriCorps*USA programs. In return, Members receive a living stipend and a post-service education award for college or vocational training. AmeriCorps Members teach ESL, tutor and mentor at-risk children, rehabilitate housing to provide shelter for the homeless, help build awareness about AIDS, and participate in urban environmental cleanups, among other initiatives.

Massachusetts-based AmeriCorps*VISTA programs are administered by the Massachusetts State Office of the Corporation for National Service. AmeriCorps*USA is administered by the MNCSC in partnership with the MA Department of Education and the MA Department of Employment & Training, or the directly by the Corporation for National Service.

YOU (AMERICORPS MEMBERS) ARE GOING TO GIVE THE PEOPLE OF THIS STATE AN INCREDIBLE 1.3 MILLION HOURS OF SERVICE THIS YEAR.... FEEDING THE HUNGRY AND BUILDING HOMES FOR THE HOMELESS... AT THE END OF YOUR SERVICE, YOU'LL BE GIVEN A GRANT TOWARDS YOUR EDUCATION. FIRST, YOU HELP US BUILD A BETTER TOMORROW, THEN WE HELP YOU BUILD A SMARTER TOMORROW. A FINE DEAL ALL AROUND, AND POSSIBLY ONE OF THE MOST INTELLIGENT USES OF TAXPAYER DOLLARS EVER.

GOVERNOR WILLIAM WELD
AT THE 1995-1996 AMERICORPS
SWEARING-IN CEREMONY

NATIONAL SENIOR SERVICE CORPS (NSSC)

FOSTER GRANDPARENT PROGRAM:

Low-income seniors, aged 60 and older, provide individualized attention and guidance to children with mental, physical or emotional disabilities. These Foster Grandparents receive a small stipend to enable them to serve.

RETIRED AND SENIOR VOLUNTEER PROGRAM (RSVP)

Seniors aged 55 and older contribute their talents and experience to meet a diverse and wide range of service needs in Massachusetts communities.

SENIOR COMPANION PROGRAM

Low-income seniors, aged 60 and older, assist frail adults to achieve and maintain their highest level of independent living. They receive a small stipend that enables them to serve 20 hours of practical, compassionate volunteer service each week, making a tangible difference in the lives of the people with whom they work.

All NSSC programs are administered by the Massachusetts State Office of the Corporation for National Service.

ATTACHMENT B. (CONTINUED)

LEARN & SERVE AMERICA

The central component of all three streams of Learn & Serve America is Community Service Learning (CSL). CSL is an educational method that integrates service into school and university curricula and into community-based organizations, making learning real for young people by connecting the concepts they are studying to real issues and problems in their communities. The three streams of service under Learn & Serve America are:

COMMUNITY BASED ORGANIZATIONS

CSL methods are used to help participants ages 5-17 develop their own capabilities to identify and address their communities' unmet needs. The programs are housed in community-based organizations and provide services such as running a crisis hotline for gay and bisexual youth, partnering elders and teens in Foster Grandparents programs, training peer mentors in pregnancy prevention and conflict resolution, and helping the homeless.

HIGHER EDUCATION

Grants to colleges and universities support innovative service-learning programs which enable students to learn through their service experiences. These programs involve college students in direct service, integrate CSL practice and theory into higher education curricula, and include CSL practice and theory in the training of teachers and human service workers. Students in Massachusetts engage in such initiatives as helping homeless people develop business skills, tutoring youth in English, and operating a summer day camp for children with AIDS.

K-12 SCHOOLS

These programs infuse the ethic and practice of service, community problem solving, and community-based learning into the curriculum and culture of the Commonwealth's K-12 schools. As an integral component of their classroom learning, students perform community service such as working at soup kitchens, examining race relations, recycling waste, teaching violence prevention, mentoring younger students, and doing scientific field work with Massachusetts wetland areas.

CSL programs in community-based organizations are administered by the MNCSC in partnership with the MA Department of Education. Beginning in the fall of 1995, CSL programs in Higher Education will be supported and administered through the newly-formed Massachusetts Campus Compact, housed at Tufts University. CSL programs in K-12 school are administered by the Massachusetts Department of Education Community Service Learning Program.

ATTACHMENT C.

MASSACHUSETTS NATIONAL & COMMUNITY SERVICE COMMISSION

COMMISSION MEMBERS

George Keverian, *chair*
Former Speaker of MA House of Representatives

Elizabeth Phal Ba
ROCA Revere Project

Richard Collins
Bank of Boston

Trudy Coxe
MA Exec. Office of Environmental Affairs

Valaree Crawford
Office of Volunteerism

John DiBiaggio
Tufts University

Margaret Boles Fitzgerald
Hill, Holiday, Connors, Cosmopulos

Robert Gallant
Highland Valley Elder Services

Valerie Gintis
Youth Power Project

Sister Bette Gould
Diocese of Springfield

Daniel Grabauskas
MA Exec. Office of Health & Human Services

Marian Heard
United Way of MA Bay

Mayor Mary Claire Kennedy
City of Lawrence

Jack King
MA Department of Employment & Training

Nancy Korman
MA Association of Jewish Federation

Frank Ollivierre
Exec. Office of Elder Affairs

Deborah Reidy
MA Department of Mental Retardation

Michael Sentence
MA Exec. Office of Education

Dorothy Stoneman
YouthBuild, U.S.A.

Laura Watkins
Patriots' Trail Girl Scout Council

EX-OFFICIO MEMBERS

Robert Antonucci, Commissioner
MA Department of Education

David O'Brien
Corporation for National Service

T. Jefferson Coolidge
Coolidge Investment Corporation

Bradford Minnick
MA Office of International Trade and Investments

EXECUTIVE DIRECTOR

Kate Mehr

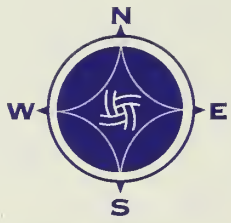
ATTACHMENT D.

ACKNOWLEDGEMENTS

This plan is the product of the tireless efforts, excellent service, and innovative vision of many citizens and organizations across the Commonwealth. It is also the result of the strong leadership and commitment of Governor William Weld and the Massachusetts Congressional Delegation to ensure an ethic of service in the Commonwealth. Finally, it has been shaped by the dedication of the members and staff of the Massachusetts National and Community Service Commission.

A special thanks to the following organizations and individuals for their assistance during the 1995-1996 state plan process: Cambridge Community Services, Girls, Inc., Lasell College, The Age Center of Worcester, Nashoba Regional School District, Tufts University/Lincoln Filene Center, United Way of Central Massachusetts, Massachusetts RSVP Directors, Massachusetts Foster Grandparent Directors, Massachusetts Senior Companions Directors, the Massachusetts Office of the Corporation for National Service, United Way of Massachusetts Bay, RSVP Offices of Worcester, AIDS Actions Committee, the Massachusetts Department of Education, the Massachusetts Department of Employment and Training, the Massachusetts Department of Social Services, the Massachusetts Executive Office of Environmental Affairs, the Massachusetts Legislative Children's Caucus.

Finally, an extra thanks to Wendy Bewig for her guidance and patience; to the MNCSC staff and partners for their commitment and dedication; and to Hobbamock for making the plan look funky and fun!



MASSACHUSETTS

NATIONAL & COMMUNITY

SERVICE COMMISSION

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